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MINUTES

OF THE

MEETING OF THE EXECUTIVE COMMITTEE

OF THE

WORLD COUNCIL OF CHURCHES

11 - 15 February, 1980

Meeting held at
Liebfrauenberg, Woerth, France

TABLE OF CONTENTS

1. OPENING ACTIONS 1

A. Introduction and worship 1
B. Roll call 1
C. Minutes 1
D. Adoption of agenda 2

2. REPORT OF THE GENERAL SECRETARY 2

3. REPORTS OF PROGRAMME UNITS AND GENERAL SECRETARIAT. 5

A. Unit I: Faith and Witness, including
- Study on "The Community of Women and Men in the Church" 6
- Conference on "Christian presence and witness in relation to Muslim neighbours", Mombasa, Kenya, December 1979 7

B. Unit II: Justice and Service, including
- Evaluation of the Project System 9

C. Unit III: Education and Renewal, including
- Review of Scholarships Programme 12

D. General Secretariat 13

a. Ecumenical Institute, Bossey 13
b. Department of Communication, including Ecumenical Review 13
c. New York Office 14

4. REPORT OF THE TASK FORCE ON THE DISABLED 14

5. THE PROCESS OF CONSULTATION ON CHURCHES RESPONDING TO RACISM IN THE 1980s 15

6. SPECIAL FUND TO COMBAT RACISM 16

7. PUBLIC ISSUES 16

A. Threats to Peace 16
B. Rhodesia (Zimbabwe) 20

8. INITIATIVES REGARDING THE MIDDLE EAST 22

9. RELATIONSHIPS WITH REGIONAL ECUMENICAL ORGANIZATIONS 23

10. RELATIONSHIPS WITH THE LUTHERAN WORLD FEDERATION . 23

11. ROMAN CATHOLIC RELATIONSHIPS 24

12. REPORT OF THE NOMINATIONS SUB-COMMITTEE 25

13. REPORT OF THE FINANCE SUB-COMMITTEE 26

14. APPLICATIONS FOR MEMBERSHIP 46

15. REVIEW COMMITTEE 47

A. Clarification of decisions taken by the Central Committee, January 1979 47

B. Agenda for meeting in August 1980 48

16. PREPARATIONS FOR CENTRAL COMMITTEE 48

17. SIXTH ASSEMBLY 48

A. Allocation of seats 48

B. Programme 49

18. FUTURE MEETINGS 50

19. 450TH ANNIVERSARY OF THE AUGSBURG CONFESSION ... 51

20. CLOSING ACTIONS 51

APPENDICES

I. Attendance 52

II. Membership of Sub-Committees 54

III. 1980 Budget 55

WORLD COUNCIL OF CHURCHES

EXECUTIVE COMMITTEE MEETING

Liebfrauenberg, Woerth, France

11-15 February, 1980

1. OPENING ACTIONS

A. Introduction and worship

The Moderator led the opening service of worship. Morning worship on subsequent days was led by Catholicos Karekin II, Mrs Jiagge, Bishop Hempel and Prof. Miguez-Bonino. Archbishop Sundby led the closing act of worship.

On Sunday, 10 February, many Executive Committee members and staff visited and preached in parishes in Alsace.

The meeting of the Executive Committee convened at 9 a.m. on Monday, 11 February.

On the evening of 11 February there was a reception and meeting with members of the French member churches at which Pastor Jacques Maury, President of the French Protestant Federation, and Superintendent Ernest Mathis, President of the Permanent Council of the Lutheran and Reformed Churches of France, welcomed the Executive Committee to Liebfrauenberg and spoke of the work of the churches in France. Catholicos Karekin II replied for the Committee and a brief discussion followed, ending in an act of worship.

B. Roll call

The General Secretary called the roll of those attending, presenting apologies from Dr W.A. Visser 't Hooft, Dr T.B. Simatupang, Miss Jean Skuse, His Eminence Metropolitan Chrysostomos and Mrs Dorinda Sampath. It was agreed to send special greetings to Miss Skuse and to Mrs Doreen Potter.

C. Minutes

It was noted that Dr Yap Kim Hao is a member of the Methodist Church, Malaysia, and not the Methodist Church, Singapore (p. 30). With this correction, the minutes of the meeting held at the Ecumenical Institute, Bossey, Switzerland, 10-14 September 1979, having been previously circulated, were confirmed.

D. Adoption of agenda

The General Secretary introduced the draft agenda, which was adopted.

2. REPORT OF THE GENERAL SECRETARY

The General Secretary thanked Dr Appel and the churches in the Strasbourg area for inviting the Executive Committee to meet at Liebfrauenberg.

He paid tribute to Central Committee members and other ecumenical leaders who had died since the last meeting: Prof. Warren Quanbeck, the Rev. David Gqweta, Bishop Frederick Jordan, Dr T.C. Chao, and the Rev. Dr Ernest Payne.

Dr Potter reported that a number of key posts had been filled since September. Mr Coïdan had taken up his appointment as Director of the Office for Income Coordination and Development in November. The new Director of the Faith and Order Commission, Dr Lazareth, had been appointed by postal vote of Central Committee and would take up his duties in May; Dr Link would join the staff of the Commission in June; in the meantime Frère Max Thurian of Taizé had been helping, particularly on the studies on Baptism, Eucharist and the Ministry. Mr Bluck had been appointed Director of the Department of Communication, by postal vote of Central Committee.

The financial situation had improved somewhat, thanks to more stable exchange rates and a number of savings which had been made. There had been generous support for the special funding authorized by the Executive Committee, particularly for the study on the Community of Women and Men in the Church. A review of computer work had been made by Mr Vernon Sidler of the United Methodist Church, USA.

Among the visitors to Geneva the General Secretary mentioned particularly Cardinal Silva of Santiago do Chile and Cardinal Arns of Sao Paulo, Brazil. Both had expressed gratitude for the ways in which the WCC had enabled their churches to witness and work for renewal and human rights.

With regard to regional relationships, the General Secretary reported that the WCC had been involved with the Christian Conference of Asia in work in Indochina, in a consultation in Bali in November on service and development, and in discussions on relations with the Church in China. The Council had had meetings with leaders and staff of the All Africa Conference of Churches over their crisis of finance and leadership in an attempt to ensure the continuation of AACC's work, particularly with refugees. A regional council of churches in Latin America was in

process of formation and the Rev. Gerson Meyer would soon become its full-time General Secretary. There had been considerable communication with the area, particularly with regard to educational and reconstruction work in Nicaragua. A new relationship between the WCC and the Conference of European Churches in the field of inter-church aid had developed and CEC also hoped to appoint a staff member, together with the councils of churches in North America, for work on human rights. An important meeting with the Middle East Council of Churches had been held in Cyprus to discuss the involvement of the WCC with the churches in the region.

This year the WCC had taken a more active part in the celebration in Geneva of the Week of Prayer for Christian Unity and ways were being explored for the greater involvement with the WCC of local church leaders.

In January a second meeting with leaders of member churches in Eastern Europe had been held in Budapest. The meeting showed a real growth in the relationship between these churches and the WCC in the last three years. More than half the WCC's commissions and working groups had met in Eastern Europe during this period. The team visit to the GDR had been much appreciated and there had been a request for more such visits. The churches had been grappling with ways of witnessing effectively in their own situation and, although ecumenical relations in each country were sometimes difficult, commitment to the ecumenical movement and the WCC was genuine and deep.

Turning to the world situation, the General Secretary asked how we perceived the present situation in terms of our experience in different countries and regions of the world, in terms of the life and witness of the churches and in terms of the life of the WCC. He referred to events in Kampuchea, Zimbabwe, Iran, Mecca and Afghanistan, the NATO decision on tactical weapons, the continued unrest in the Middle East, the instability in Central America and the Caribbean and the re-emergence of India on the world scene. These events demonstrated (a) the loss of the balance of power between the super powers, with a loss of control of their own spheres of interest and power; the rise of nationalistic and ethnic groups throughout the world challenged the idea of the state as a controlling power; (b) the marked deterioration in East/West relations and the idea that nuclear war was now thinkable. There was a tendency to forget that the super powers had been involved in several wars in poorer countries; (c) the deterioration in North/South relations and the extraordinary failure of the decades of development. People in the Third World were awakened and angry and there was also anger and instability in the industrialized countries. Another factor in these relationships was the renaissance of Islam.

The churches had no direct influence on events or nations but there was a new sense of awareness of the unique role

of the churches, which were more in solidarity with the aspirations and concerns of the people. In many countries the churches were taking a growing distance from the state. In the churches there was a tension between the local and the global perspectives. Churches everywhere were discovering their responsibility for witness to their neighbourhood and parish, but how do they relate this concern to the fact that we live in one world? How can they develop an ecumenical style of thinking and living?

On the ecumenical scene, there was now much more mutual understanding between the churches and the Council and a better fellowship among the churches than immediately after the Nairobi Assembly. Member churches were now grappling with some of the issues which were the subject of confrontation with the WCC, and Orthodox churches were actively discussing the possibility of a consultation to discuss issues on their own and with the Council and to seek to move forward together.

The General Secretary then drew attention to recent events in the Roman Catholic Church and the reasons for the published comment on the action taken by the Curia with regard to Professor Hans Küng. He indicated a number of considerations concerning the magisterium of the Church and the role of theologians in the life of the Church in the post-Vatican II period. This whole matter would be discussed at greater length later in the meeting.

The General Secretary was convinced that the WCC could play a role in the important work of the United Nations and its agencies in some complementary relationship with the Roman Catholic Church. New and imaginative ways had to be found for the nations of the world to discuss issues without confrontation and the churches could help to mobilize public opinion in working for peace and justice.

In the discussion following the report Patriarch Ilia thanked the General Secretary for his comments on the role of the WCC in the face of deteriorating East/West relations. A church could not separate itself from events taking place in its region but neither could it become a tool of any political movement. It was the duty of the WCC to build new bridges between opposing sides. Bishop Hempel expressed appreciation for the opportunity at the Budapest meeting for dialogue between the WCC and member churches in socialist countries.

Catholicos Karekin expressed concern about visits of church leaders to the Middle East without adequate prior consultation with the churches in the area.

Dr Rossel asked if it would be possible to initiate a common effort of prayer by Roman Catholics and Protestants for the situation in Ireland. The General Secretary said the proposal might be raised at the next meeting of the Joint Working Group and by Dr Raiser during his visit to Ireland in March.

Metropolitan Gregorios commented that the situation in Iran, Afghanistan and elsewhere must not be seen only in terms of the super-power struggle for supremacy. He questioned whether the present rulers of these countries were really defending the interests of their people. Prof. Barkat referred to the treatment of the Islamic renaissance by the mass media which was both negative and romantic. At the moment the Islamic people were being suppressed by their rulers. The churches must be ready to listen to new voices which were being raised. The General Secretary emphasized that the Third World countries were no longer willing to be kept down. There was an eruption of various national and ethnic groups and at the same time leaders no longer really represented their people. The churches had been associated with the power élites. How could the WCC play a low-key but effective role?

3. REPORTS OF PROGRAMME UNITS AND GENERAL SECRETARIAT

A. Unit I: Faith and Witness

Prof. Sabev presented the report on Unit I, speaking of the efforts to deepen its own unity and to improve co-operation further through regular meetings of the heads of sub-units. It was hoped, when the new Director of Faith and Order arrived, to achieve a better coordination of the theological aspects of all WCC programmes aiming at the unity of the Church.

The main concern of the Sub-Unit on Church and Society had been the evaluation of the recommendations of the Conference on Faith, Science and the Future and its follow-up through a series of regional conferences. The programme would have three main themes: the theological, philosophical and ethical critique of modern science and technology; technological and ecological sustainability; justice and social responsibility in the development and distribution of science and technology in a world context. National follow-up meetings of the Conference participants had been organized in a number of countries and it was hoped that there would be fruitful cooperation with the Roman Catholic Church, at least on the local level. Dr Janos Pasztor, who had joined the staff in December, had made a number of visits in Europe to follow up the programme on Energy for my Neighbour.

In the programme of the Faith and Order Commission three areas had received special attention: (i) Further clarification of "The Unity we Seek". The concept of "Conciliar fellowship" needed to be put in a clearer focus. The concept of Unity should be explored further in cooperation with other sub-units. The study on the unity of the Church in relation to the unity of humankind must be developed. (ii) Revision of the three agreed statements on Baptism, Eucharist and a Mutually Recognized Ministry. Revised texts would be presented to the Plenary Commission meeting

in 1982 and then to the Sixth Assembly. The most important question was how these agreed statements could be received by the churches and become a manifestation of visible unity. (iii) The study on the Community of Women and Men in the Church (see below).

Prof. Sabev added that in the light of some recent events and their implications for the ecumenical movement, the previous Faith and Order theme of "Authority in the Church" had become very relevant. Preparations were being made for the Week of Prayer in 1981. Faith and Order would be sponsoring a consultation on "Children and the Eucharist" to be held in the FRG.

The Study on The Community of Women and Men in the Church: Dr Parvey presented a progress report on this issue. The study questionnaire had been well received and had been translated into thirteen languages. Although there had been criticism that the study had not been encouraged by some churches, a variety of groups had been organized in every area of the world and there had been a high level of lay participation, by both women and men. A number of specialized consultations had taken place or were being organized. It was now proposed to hold the international consultation in the first part of 1981 and a Community Study Task Force had been formed, with representatives of various sub-units, to assist in the preparation. With the proposed title, "Women and Men: What is the nature of the community we seek?", the meeting would have the quality of a search and a dialogue. Major time would be spent in small groups. More than 75% of the required funding had now been received. The report was referred to the Programme Sub-Committee for further discussion.

At a later session, on the recommendation of the Programme Sub-Committee, the Executive Committee agreed:

i. to reaffirm its decision to authorize the continuation of the study for another year until 1981 in view of the fact that the financial conditions set in September 1979 have been met. (See also Report of Finance Sub-Committee, para. 9, e, p. 37)

ii. to request the early exploration of ways as to how the findings of the study can be shared with and interpreted in the member churches - with attention to special situations in member churches - in order to help the Commission on Faith and Order in formulating its proposals to the Central Committee in 1982, and the member churches in preparing for the Assembly.

Dialogue with People of Living Faiths and Ideologies: Prof. Sabev reported that dialogue with people of living faiths was continuing successfully but the encounter with ideologies had still to be developed. In December 1979

an important conference on "Christian presence and witness in relation to Muslim neighbours" had been held in Mombasa, Kenya. Dr J.B. Taylor reported that the meeting had aroused great interest among the churches, including the Roman Catholic Church, and there had been a substantial number of Conservative Evangelical participants. Dialogue was thus becoming an important ecumenical exercise. It was clear that the spirit of dialogue was being taken up by many member churches and the conference had reaffirmed the importance of sustaining these relationships in dialogue. It had stressed the need for a fuller intellectual and spiritual preparation in the churches, particularly in view of the current Muslim revival. The conference had also made recommendations concerning the building of community, human rights, legal and pastoral issues, theological engagement and mutual witness. The report was referred to the Programme Sub-Committee.

Catholicos Karekin spoke of the importance of involving the Eastern Orthodox churches more fully in the Christian/Muslim dialogue. Centuries of living closely with Muslims had created a greater affinity in many realms and he felt this experience had not yet found a place in the dialogue. He also stressed the need for these churches to be strengthened. The constant migration of Christians from the Middle East was a source of great anxiety and weakened the churches' witness. He hoped that the ecumenical team visit to the Middle East agreed by the Executive Committee in Helsinki and later postponed could take place soon to demonstrate solidarity with Christians at this time of insecurity.

At a later session, on the recommendation of the Programme Sub-Committee, the Executive Committee agreed:

i. to take note of the report of the conference held at Mombasa, Kenya, 1-7 December, 1979, on "Christian presence and witness in relation to Muslim neighbours" and of its recommendations which are currently being circulated and studied by Christians and Muslims;

ii. that the report should be made available to members of the Central Committee well in advance of the meeting in August 1980;

iii. that the Working Group on Dialogue with People of Living Faiths and Ideologies should assess the results of the conference and bring its findings and recommendations to the Central Committee in August 1980.

Prof. Sabev said that the central concern in the Commission on World Mission and Evangelism continued to be the preparations for the Melbourne Conference. Mrs Sovik reported in detail on the agenda, programme and speakers for the Conference. The Bible study outline had been taken up

widely and the basic material re-worked in imaginative ways. Widespread theological reflection had resulted in the agenda and papers for the work of the sections. An international workshop on worship had produced a lectionary, songs and worship service outline for use at the Conference. Speakers would represent the Orthodox, Protestant and Roman Catholic streams of missionary work. Fund-raising had been part of the process of raising interest in the Conference. There had been strong support from key church agencies and it was expected that the target would be reached. There would be a parallel conference on "The Australian Church and Mission in the 1980s", 12-25 May, as part of the Festival of Faith organized by the Australian Council of Churches.

The focus of the Programme on Theological Education, Prof. Sabev said, was ministerial formation - the equipment of men and women to serve the Christian churches by building up their life and mobilizing them for witness and mission. PTE had continued efficiently its work with regional partners around the world and a number of meetings were planned to establish a closer partnership. Two meetings would be held in North America in March, and a European Consultation on Theological Education would take place in the GDR in October. Six sub-regional groups had been formed and would hold preparatory meetings on the various sub-themes, and both the Conference of European Churches and the Roman Catholic Church were cooperating in the preparation of the Consultation.

B. Unit II: Justice and Service

Dr Raiser presented the report. He referred to the Unit Executive Group, comprising the Officers of the Unit Committee, the Moderators of the five Commissions, and the Directors of the sub-units, which met regularly and had become an invaluable tool for helping the Unit to recognize its unity. Work since the last meeting had been conditioned more than ever by trying to assess and respond to events in Kampuchea, Zimbabwe, Iran and Afghanistan, and to use limited resources in the best ways. Recent discussions in the Unit Executive Group had been much concerned with the integrity of the Unit: (i) the need to maintain integrity in the assessment of events; (ii) the need to maintain the integrity of the meaning of some of the central concepts used by the Unit, e.g. development, liberation, combat against racism, participation; (iii) integrity in terms of the wholeness and unity of the Unit. The Group believed it was the essential responsibility of the Unit to make visible the inter-relatedness of the WCC's concern for peace, justice, human rights and the participation of people. (iv) the theological integrity of the Unit. The Unit wanted to become more conscious of its responsibility in the area of theological interpretation and to enter into a more basic debate about the role of theology in its

work. It was hoped this would be possible at the Central Committee in the discussion of the study on "The Church and the Poor".

Dr Raiser pointed to the development of a regional approach to the work of the Unit. There had been ten regional meetings in 1979 and a growing number of issues, such as "Health, Healing and Wholeness", were being discussed first at regional level. The Unit had also been re-assessing the structures and instruments of its work. CICARWS and CWME were reviewing the Project List; the finance administration had been reorganized and the Desks on Migration and Studies relocated; CICARWS, CCPD and CMC were engaged in conversations about their relationships. Special attention had been given to the place and role of the disabled, and the whole Unit was sharing in the process of consultation on racism.

Metropolitan Gregorios commented that the theology of the poor sometimes seemed to imply that the work of Christ began only below the poverty line. How, he asked, did the emphasis on a theology of the poor affect the integrity of our thinking about the whole of mankind? He believed it could be a device by which the problems of the poor could be evaded and did nothing positive to achieve their liberation. Prof. Miguez-Bonino said that concern for the poor was the test of one's acceptance of God's love. For the poor, acceptance of God's love meant acceptance of their dignity as children of God. Catholicos Karekin commented that our understanding of the poor must take into account not only material deprivations but also spiritual poverty. The General Secretary stressed that the vast majority of people in the world lived in such poverty that they were unable to accept themselves as human beings. This challenged the whole nature of our Christian faith. If we were to deal with the realities around us, we had to risk the danger of being one-sided. The rich, by being involved in the oppression of the poor, were also denying themselves as beings in the image of God. The liberation of the oppressed also meant the liberation of the oppressors. "The Church and the Poor" would be one of the main concerns of the Central Committee, with input from both the CCPD study and the Melbourne Conference section on "The Kingdom of God and the Poor".

Evaluation of the Project System

Mr Fischer presented an interim report on the review of the project system. The review had led to the consideration of issues at the very heart of ecumenical life, since the use of money was not simply a material problem but concerned the nature of the relationship of the churches in the WCC. It was becoming increasingly apparent that the purpose of the sharing of resources was to enable the Church in each place to be more obedient to the Gospel, more faithful to its mission and to become the servant Body of Christ in each place. The report on the review of the project

system produced by the Rev. Donald Newby had been shared with all member churches and related agencies and a joint group appointed by CWME and CICARWS had met in November to consider the questions raised. It was felt that the WCC should provide for a permanent process of consultation among the member churches about the mutual sharing of resources and that a new instrument was needed which would be more selective than the present project list in reflecting the present priorities of the WCC. Further discussion was needed on the role of the WCC in the process of selection, a number of financial issues and questions of staffing. A progress report would be prepared for the meetings of the two Commissions in May and June and for the Central Committee in August. A number of changes might be made in 1982 but decisions on long-term options would have to be taken to be operative after the next Assembly. Meanwhile the present operation must be kept going. The interim report was referred to the Programme Sub-Committee for further consideration.

At a later session, on the recommendation of the Programme Sub-Committee, the Executive Committee agreed:

i. to receive the report for information;

ii. to note the general direction emerging from the review;

iii. to request the respective WCC offices to make the full report of the joint committee of CICARWS and CWME available to members of the Executive Committee for information and comment;

iv. to express the expectation that a full report will be presented to the Central Committee in August 1980;

v. to suggest that in the framework of the ongoing study on "Ecumenical Sharing of Resources" a number of case studies be undertaken with a view to evaluating the way in which the life of churches has been affected, both on the "donor" and "receiving" sides, by the transfer of material resources through the project list and other ecumenical channels.

C. Unit III: Education and Renewal

Dr Becker reported on the Unit, which was going through a difficult period, since two of the four sub-units were without a Director and a number of other staff would be leaving.

With regard to Renewal and Congregational Life, he reported that the 1980 budget had been reduced, in accordance with the decision of the Executive Committee in September 1979,

to relieve CCT by more than SFr 75,000. Since it had been agreed immediately following that meeting that the Office for Income Coordination and Development (OICD) should give priority to fund-raising for the Racism Process of Consultation and the study on the Community of Women and Men in the Church, no direct approaches had been made on behalf of Renewal and Congregational Life. However, initial explorations had been made by members of the Working Group. OICD staff would attend the Working Group meeting in March to help develop a strategy for direct approaches. The sub-unit would be holding a world conference on "Solidarity in mission with people struggling to be people", in Trinidad, 23 February - 3 March, at which 50 participants were expected. "Towards a Church Renewed and United in the Spirit: A Consultation on the Significance of the Charismatic Renewal for the Churches" was to be the theme of a meeting to take place at the beginning of March in Bossey.

The Sub-Unit on Women in Church and Society had organized a number of seminars in Latin America to bring together local leaders to discuss women's concerns. An Asian regional workshop for rural women would be held in the Philippines in April/May, and a consultation on "Militarism and its effects on women and children" was being organized jointly with the World YWCA and the World Alliance of YMCAs, to be held in March this year.

Following the International Year of the Child, the Sub-Unit on Education considered the concern for children as an on-going priority. A consultation on "Children and the Eucharist" would be held in April in the FRG and on the occasion of the bicentenary of the Sunday School movement there would be an international conference on "Children as active partners in the Christian community". Work was going on with churches in Latin America and India on ways to meet the needs of neglected and abandoned children. In January, about 40 participants had met in Mexico to evaluate the "Family power for social change" project. It was hoped that the findings would provide new input for the churches' work on family education.

Miss Chepkwony reported on the work of the Sub-Unit on Youth. A Pacific Convention for 400 young people, organized by the Pacific Conference of Churches, had shown the need to help these young people to relate their Christian faith to their daily life. A meeting would be held, 26 February - 7 March, for young people from eight countries in Southern Africa to discuss the meaning of their faith in their situation, and to discover how they could become more involved in the ecumenical movement. A three-regional meeting for young people in West Africa, Europe and the Middle East would be held in the Middle East on the theme "Faith and Justice". An evaluation was being made of Ecumenical Youth Service, for presentation to the Central Committee, together with plans for a new thrust in the area of work camps.

Review of Scholarships Programme

Dr Becker presented the second interim report on the review of the Scholarships Programme. A final report would be prepared for the Central Committee in August. The specificity of the WCC Scholarships Programme included ecumenical conscientization, the struggle for more justice and the training of the trainers. The review process should emphasize the ecumenical aspect of the programme, include a community approach leading to self-reliance, and streamline procedures. To achieve these objectives it was proposed to reapportion responsibilities for the programme along the lines of the sharing of power, the decentralization of the process of selection and decision-making, and the strengthening of the network of local partners. This would take place on the local level, in both the countries of origin and of study, on the national or regional level and on the WCC level.

The interim report was referred to the Programme Sub-Committee.

At a later session, on the recommendation of the Programme Sub-Committee, the Executive Committee agreed:

i. to receive the second interim report on the review of the WCC Scholarships programme and to give general support to the proposed outline of a more specific programme and to the proposed elements for a new structure;

ii. to ask for a final report with full and definite proposals to be brought to the Central Committee in August 1980. In preparing this report the following observations should be taken into account:

   a. The decentralization of the process of selection and decision-making and the strengthening of the network of local partners must be based on a clear recognition of the differences in local situations. More detailed procedures and guidelines for establishing a network of local partners have to be worked out.

   b. It should be considered whether regional scholarships consultations with church officials could help to establish such a network of local partners which would be able to respond more effectively to the new responsibilities for this programme.

   c. Ways have to be found of challenging the churches to assume responsibilities for this new and more specific programme and to share the necessary information with their members.

D. General Secretariat

a. Ecumenical Institute, Bossey

Dr Raiser reported that the Graduate School, which was just ending, had been a successful session with an unusually representative group of students, including some from churches which had until now been on the margin of the ecumenical movement. The theme, "The Kingdom of God and the Future of Humanity" was centrally related to the process of preparation for the Melbourne Conference and also provided a framework for the discussion of JPSS questions. For the last week of the session the group would be visiting the Vatican to get first-hand knowledge of relationships with the Roman Catholic Church.

The financial situation of the Institute was now fairly stable. The separation of the programme and administrative sides had proved useful and the guest house side was now to a high degree self-supporting. The programme side still depended almost entirely on subsidies and the Bossey Board was working towards the time when the Institute would be supported by the Endowment Fund. It was hoped that an Orthodox theologian would join the staff by October.

It was suggested that Bossey should remind churches when one of their members had attended the Graduate School and ask that the person be used in creative ways by the church.

b. Department of Communication, including Ecumenical Review

Mr Bluck introduced a progress report on the realignment of the Department following the meeting of the Communication Committee officers in January. It was hoped that the new structure would allow for more effective budget coordination and monitoring, more flexibility to interpret WCC programme issues and a clearer distribution of responsibility. The five sections would be: (i) the News and Information Office, including the former Radio/TV Office and the photo service. This Office would complete a major review of EPS and SOEPI for the Communication Committee in June. (ii) the Publications Office, which would oversee the production of all the Department's printed material. "One World" had been given a new mandate for two years and a new editor would be appointed. (iii) the Director's Office and Project Team planned to work with short-term consultants and staff coopted from member churches to focus on specific issues and themes on a short-term basis. The first project would be the Melbourne Conference. (iv) Film and Visual Arts would now be a separate section, though with a close working relationship with the Director's Office. (v) the Language Service.

It was noted that the mandate for "The Ecumenical Review" did not extend beyond 1980. The Programme Sub-Committee was asked to consider future editorial arrangements.

At a later session, Prof. Miguez-Bonino reported that the Programme Sub-Committee had received a preliminary report regarding possible alternative editorial arrangements for the Ecumenical Review. The Sub-Committee recommended and the Executive Committee agreed:

i. to affirm its conviction that the WCC should continue to assume responsibility for the publication of a quarterly journal promoting discussion and reflection about fundamental issues arising in the ecumenical movement;

ii. to encourage the further exploration of alternative editorial arrangements;

iii. to request that a more detailed proposal including an estimate of the financial implications be presented to the Central Committee in August 1980.

c. New York Office

In presenting the report on the New York Office, Dr Bridston identified two areas of particular concern. Firstly, it was hoped to provide a broader-based and more comprehensive communication and interpretation service for the WCC and the US member churches. The New York-based communication staff would also function as members of the total WCC Communication Department and would be utilized for the proposed Project Team. Secondly, negotiations were underway to bring about closer cooperation between Geneva and New York in the area of fund-raising and income development. The Board of the US Conference had adopted in principle a "fair share" formula for assessing the "dues" expected from the denominations through their Central Church Treasury grants for the WCC. A realistic assessment would need to be made by the Executive and Central Committees of the finance and staff resources needed for the New York Office to function in the most effective way on behalf of the WCC and the US member churches.

4. REPORT OF THE TASK FORCE ON THE DISABLED

Dr Barrow reported on the work of the Task Force on the Disabled. The enlarged Task Force was widely representative and included some disabled persons. The document, "The Disabled and the Wholeness of the Family of God", was being revised and collaboration with the UN International Year of Disabled Persons had been established. A questionnaire on the work of the churches in this field was being prepared and a number of booklets and seminars were planned to ensure the churches' involvement. A consultant was needed to help with the implementation of the programme.

At a later session, on the recommendation of the Programme Sub-Committee, the Executive Committee agreed that:

i. authorization be given for the appointment of a consultant for one year as from the earliest possible date in order to assist the Task Force in preparing, circulating and evaluating a questionnaire to elicit information as to what is being done in the churches; developing a plan for seminars, consultations and other ways of sharing experiences; preparing and disseminating documentation; (see also Report of Finance Sub-Committee, para. 9, f, vi, p. 41)

ii. the Task Force be requested to submit to the meeting of the Central Committee in August 1980 a position paper for circulation among the member churches. The position paper should indicate the plan of action by the WCC and include proposals for initiatives to be undertaken by the churches. In elaborating these recommendations the experiences of the programme regarding the International Year of the Child should be taken into account.

5. THE PROCESS OF CONSULTATION ON CHURCHES RESPONDING TO RACISM IN THE 1980s

Mr Sjollema presented a progress report on the process of consultation on how the churches could respond to racism in the 1980s. Responses from the churches were encouraging, though some felt ill-equipped to become effectively involved. National and regional consultations would shortly be held in Africa, Asia, Latin America, North America and Europe. Among the issues likely to emerge from these meetings were: ethnic and tribal issues, race and class or caste, migrant labour and racism, land rights of the racially oppressed, racist legal systems, racism in education, racism and violence, racism and conflicting political and economic options, racism and the economic crisis, continued support for movements of the racially oppressed. It was noticeable, however, that so far little had been said about racism in the churches.

Mr Sjollema outlined arrangements for the World Consultation to be held in the Netherlands, 16-21 June 1980. Mr Jeremy Hawthorn had started work on 1 January as a consultant responsible for the organization of the meeting. The final programme could only be put together when the national and regional meetings had all been held. In view of the dates of these meetings it was not possible to present a full list of names for invitation by the Executive Committee. It was therefore proposed that the Executive Committee agree to a number of invitations to members of Central Committee and the PCR Commission and that the remaining names be decided by the WCC Officers. This matter was referred to the Nominations Sub-Committee.

At a later session the Nominations Sub-Committee recommended and the Executive Committee agreed:

i. to approve (with one change) the proposed list of Central Committee members and of PCR Commission members to be invited to the World Consultation;

ii. to receive the provisional lists of participants from Asia and the Middle East; but not to act until further consultation with the CCA and MECC had taken place;

iii. to authorize the Officers to act on the remaining nominations of participants coming from the regional meetings;

iv. to invite Miss Skuse to be Moderator of the World Consultation.

Mr Sjollema reported that in view of the strong reaction by press agencies to the decision to limit the number of journalists to 20, it was now proposed that a Press Forum be organized to run parallel to the Consultation itself, with direct access by press to certain plenary sessions. The Forum would provide daily press conferences, background information, services for interviews, etc. The Executive Committee agreed to this proposal.

With regard to finance, a detailed report would be presented to the Finance Sub-Committee. (See Report of the Finance Sub-Committee, para. 9. d., p. 39)

6. SPECIAL FUND TO COMBAT RACISM

The General Secretary reported that income amounted to more than $600,000 and asked how, in view of the consultation process, requests for 1980 should be handled. It was agreed that, up to the time of the Central Committee, any recommendations should be dealt with by the normal procedures.

7. PUBLIC ISSUES

A. Threats to Peace

Mr Niilus presented a background note prepared by staff on the issues involved in the recent deterioration in international relations and the growing threats to peace. After discussion, it was agreed that the following group should draft a statement: Metropolitan Gregorios (convener), Dr Appel, Mr Gatu, Archbishop Kirill, Dr McCloud.

At a later session, Metropolitan Gregorios presented a proposed statement. After further discussion and revision, the Executive Committee adopted the following statement:

THREATS TO PEACE

1. The Executive Committee of the World Council of Churches meeting in February 1980 at Liebfrauenberg, Woerth, France, gave attention to the disturbing trends and developments in international relations, including a sharp deterioration in the relations between the USA and the USSR and the growing threats to peace. Several member churches have already expressed their concern over the matter.

2. The Executive Committee recalls that through the document "Threats to Survival" and "Economic Threats to Peace" received by the 1974 Central Committee and the statement made by the Central Committee in January 1979 in adopting the Programme for Disarmament and Against Militarism and the Arms Race, the WCC has already emphasized the global character of the various threats to peace and therefore underlines the need to see the different new development within the larger context.

3. The present tensions need to be seen in the context of profound changes in the power relations among nations. Increasing world poverty, exacerbated by an arms race of almost unbelievable proportions, and energy crisis with heightened concern to control oil fields constitute continuing threats to world peace.

4. The Executive Committee recognizes that new threats which heighten possibilities of war in certain regions should be seen along with the fact that during the period after the Second World War, more than one hundred wars, many of them fuelled by conflicts of major powers, have claimed the lives of millions of people in the developing regions and that several such military conflicts still continue. These may further escalate in the context of the deterioration in the relations between the two superpowers, with very high rate of escalation of the arms race and race for military bases in these areas. Mention may be made of South-East Asia, especially Indochina, South Asia, Indian Ocean, Middle East and Iran, and Southern Africa.

5. The Executive Committee, recognizing that no single event should be seen in isolation and drawing the attention of the churches to a number of developments that have cumulatively contributed to the new situation that the world faces at the beginning of the eighties, expresses its serious concern about:

(i) The military action by the USSR in Afghanistan as constituting the latest direct, armed intervention in one country by another. This has heightened tension especially in and around the area of this development.

(ii) The alarming frequency with which traditionally respected international laws are flouted. The number of armed interventions by foreign powers substantially increased in 1979.

(iii) The decision of the NATO countries to deploy more than 500 'theatre nuclear weapons' in Europe, representing attempts at counterforce capability.

(iv) The growing delusion that any nuclear war - albeit "limited" or "contained" - can be fought and won, which needs to be countered and condemned in the strongest terms.

(v) The worsening of the economic relations between developed and developing nations, and the military undergirding of the economic domination of the majority of countries by a few major powers.

(vi) Tendencies on the part of certain nations to be militarily the most powerful have created a new sense of insecurity in other nations.

(vii) Religious factors which in some regions have had a negative impact heightening tension.

6. The Executive Committee believes that the present situation poses a serious challenge to the churches in their witness for peace. As the CCIA report to the Central Committee in 1979 stated, "The peace we seek is a 'warm peace', not merely the absence of war, but a peace best defined in the Biblical word 'shalom' which expresses a positive state of justice, mutual respect for differences, welfare, health, security and a community embracing all humanity, in which there is loving concern for all." The ecumenical fellowship should put its bridge-building capability to the utmost use. Therefore the churches should take initiatives to inject a note of sanity and sobriety into an atmosphere charged with tension, fear, irrationality and mutual distrust.

7. The churches must speak out against the tendency to resume the perilous tactics of brinkmanship. Claims by any nation to become the strongest at any cost should be deplored. The churches should make clear in no uncertain terms that perspectives of foreign policy can no longer be seen in terms of "liquidating the enemy" (be it politically, militarily or through economic and cultural pressure). Peace requires willingness on the part of differing political and social systems

to coexist and cooperate with each other. The churches have also the responsibility to call attention to the root causes of war, mainly to economic injustice, oppression and exploitation and to consequences of increasing tension including further restriction on human rights.

8. The Executive Committee calls upon the member churches:

(i) to intensify their engagement in efforts for peace and to collaborate with others working for peace in mobilizing public opinion and promoting education and actions for peace;

(ii) to examine critically national policies and to challenge them if seen to be contributing to the increase of international tensions;

(iii) to follow up urgently recommendations made by the Central Committee in 1979 under the Programme for Disarmament and Against Militarism and Arms Race;

(iv) to initiate and encourage innovative measures for peaceful resolutions of conflicts.

9. The Executive Committee appeals to all people of goodwill and to all political leaders

(i) to avoid actions and policies that would further increase international tensions;

(ii) to continue and promote détente and to resume negotiations on arms limitations including SALT;

(iii) to strengthen the instruments and promote possibilities within the UN system and regional organizations for confidence-building measures and peaceful settlement of disputes;

(iv) to take active steps for the de-escalation of regional conflicts and for their peaceful settlement.

10. Christians who put their trust in the Lord of history should be bearers of the light of hope amidst the prevailing gloom of despondency.

The Executive Committee instructed the CCIA to analyse further the trends and elements in the new situation with a view to providing assistance to churches through information and interpretation, to share the results of its continuing work with regard to peaceful resolution of conflicts with the churches, and to share the experiences and stories of several churches and groups engaged in programmes for peace.

B. Rhodesia (Zimbabwe)

Mr Koshy introduced a note on Zimbabwe, outlining events since the signing of the Lancaster House agreement. A statement issued by the General Secretary on 21 December 1979, while welcoming the agreement, had drawn attention to several serious problems which might affect the implementation of the agreement and many of these had become acute in recent weeks. Mr Kobia and Mr van Beek had visited Zimbabwe for contacts with the churches and to assess the relief and rehabilitation needs of returning refugees and displaced persons within the country.
It was agreed that the following group should draft a statement: Mrs Jiagge (convener), Mr Bena-Silu, Dr Rossel and Miss Webb.

At a later session, Mrs Jiagge presented a proposed statement. After discussion and amendment, the Executive Committee adopted the following statement:

STATEMENT ON RHODESIA (ZIMBABWE)

On 21 December 1979 the General Secretary of the World Council of Churches (WCC) in a statement welcomed the agreement reached at the Lancaster House Conference on Zimbabwe on the independence Constitution, transition plans and cease-fire. The statement called upon the British government "to take all necessary steps to ensure the conduct of free and fair elections". It also called the attention of the member churches of the WCC "to several serious problems that may affect the implementation of plans made at the Lancaster House Conference".

At its meeting in February 1980 the WCC Executive Committee received a report regarding the political situation and the humanitarian needs of Rhodesia.

A number of disturbing developments which have taken place in Rhodesia during the period of implementation of the agreement have underlined the gravity of the problems mentioned in the General Secretary's statement. Among such developments, special mention has to be made of

- the deployment of Rhodesian security forces in violation of the Lancaster House agreement;

- extension of the emergency and martial law regulations which give unbridled powers to the security forces;

- the activities of more than 20,000 "Auxiliaries" (the private army of the former Prime Minister Bishop Muzorewa, leader of one of the parties in the elections) who have not been disengaged or monitored;

- the continued presence of South African troops inside Rhodesia in spite of reports to the contrary;

- the activities of some groups of the armed forces of the liberation movements which have refused to report at assembly points because of mistrust of Rhodesian security forces and the lack of sufficient monitoring forces;

- the prevention by the Governor's administration of the return of many refugees, by creating difficulties regarding transport and entry into the country as reported by representatives of the United Nations High Commissioner for Refugees and other organizations;

- the ordinance giving extraordinary powers to the Governor to abrogate elections in any of the administrative districts "if he finds free and fair voting cannot take place because of intimidation", and consequently preventing free and fair elections.

The Executive Committee strongly deplores the actions of the British government and other parties to the agreement in contravention of the Lancaster House agreement, putting into serious jeopardy the processes leading to independence of Rhodesia (Zimbabwe).

The Committee reiterates the appeal to the British government which holds the authority under which the governor's administration in Rhodesia acts "to take all necessary steps to ensure the conduct of free and fair elections" and immediately to take measures:

- to lift martial law;

- to disengage the security forces and to confine the auxiliaries to barracks and to monitor them;

- to increase substantially the numerical strength of the monitoring forces;

- to ensure that all South African troops leave Rhodesia;

- to implement the provisions of the Lancaster House agreement for maintenance of law and order and for dealing with breaches of cease-fire. (According to the agreement "the primary responsibility for dealing with breaches of the cease-fire will rest with the Commanders of the forces through the mechanism of liaison officers of the monitoring force");

- to expedite the return of refugees especially those in Mozambique and Zambia so that they can participate in the elections.

The Executive Committee

<u>calls</u> the attention of the member churches to the

fact that unless immediate action is taken by the British government to ensure the implementation of the Lancaster House agreement, there is the possibility that elections may not be free and fair;

alerts them to threats made by the parties involved in the situation of re-escalation of violence, military coup by Rhodesian security forces and open armed intervention by South Africa and others after the elections;

requests them to bring these concerns before their governments and to support the efforts of the United Nations, the Commonwealth and the Organization for African Unity to help the people of Zimbabwe to achieve independence with justice and peace;

urges them to support the continuing efforts of WCC in cooperation with churches and related agencies inside Zimbabwe to meet the immediate and long-term needs of the people of Zimbabwe and to continue to uphold them in their intercessions as they try to rebuild their war-torn country.

8. INITIATIVES REGARDING THE MIDDLE EAST

Following further discussion on the remarks of Catholicos Karekin on the problems of migration from the Middle East (see Unit I, DFI, p. 7), the Programme Sub-Committee recommended and the Executive Committee agreed:

i. to reactivate the plan agreed upon by the Executive Committee at Helsinki in September 1978 to send an ecumenical team to visit the churches in the Middle East and request the CCIA to coordinate preparations. The visit should, if possible, take place in the course of the next three months;

ii. to request the appropriate offices and task forces of the WCC to increase their efforts aimed at facilitating consultations with and between member churches in Western Europe and in the Middle East on the problems arising in the context of migration movements, especially of Christians from the member churches in the Middle East, particularly to Western Europe;

iii. to ask the CCIA in cooperation with the Migration Secretariat and in consultation with the churches concerned to identify the actual causes of this migration process from the Middle East and to suggest appropriate measures to improve the situation.

9. RELATIONSHIPS WITH REGIONAL ECUMENICAL ORGANIZATIONS

Dr Raiser presented a document, "Towards an agenda for discussions between the WCC and the regional ecumenical organizations", which had been prepared in consultation with the eight regional task forces, and attempted to state some of the problems it was felt should be raised with some of the regional organizations. Two basic affirmations had to be kept in mind. First, the WCC and the regional ecumenical organizations served the same ecumenical movement and essentially the same constituency of churches. Secondly, the regional organizations were formed as an ecumenical response to the challenges facing the churches in a particular context and they were autonomous bodies. The question of clarifying the respective roles was addressed both to them and to the WCC.

The paper stressed that the WCC needed to preserve and develop direct links with its member churches. The regional bodies could help in establishing closer relationships but must never be considered as intermediaries between the WCC and its member churches. On the other hand, it was recognized that the relationship with the constituent churches was of crucial importance also for the regional organizations. The conflicting claims of ecumenical and confessional structures at national, regional and world levels created problems, particularly for small churches. The paper referred to relationships between the WCC and the regional bodies in various fields, and to the role of the WCC area secretaries.

In discussion attention was drawn to the different origins of the regional conferences and to the particular problems of some of these organizations vis-à-vis the WCC. It was felt that the paper should spell out the issues involved more clearly.

It was agreed that staff should re-work the paper in the light of the discussion and invite the regional partners to propose agenda items with a view to working out a detailed process of consultation by 1981. A progress report should be presented to the Central Committee in 1980.

10. RELATIONSHIPS WITH THE LUTHERAN WORLD FEDERATION

It was reported that, following the last joint consultation with World Confessional Families, the Executive Committee of the Lutheran World Federation had suggested setting up a liaison group between the LWF and the WCC to discuss relationships and cooperation. It was agreed that the WCC should participate in an ad hoc consultation with the LWF to consider issues of relationships including the form, composition and mandate of such a liaison group.

11. ROMAN CATHOLIC RELATIONSHIPS

Dr Raiser referred to the discussion at the last meeting of the Executive Committee and the attempts made to assess the main lines of the thinking of Pope John Paul II after the first 18 months of his pontificate, against the background of the self-understanding of the Roman Catholic Church as reflected in the Second Vatican Council. The Pope had consistently underlined his allegiance to the pronouncements of Vatican II, but it was clear that he regarded them not so much as a point of departure for new developments but as a framework defining the identity of the Roman Catholic Church. One of the Pope's main concerns was the missionary task of the Church and the common witness of the churches as they approached the year 2000. Only a Church that was sure of its identity, its mission, its faith, its discipline could meet this enormous challenge. He saw unity as a function of the mission of the church rather than in relation to the nature of the Church and the truth of its confession, and was urgently concerned about cooperation in mission, including the struggle for justice and human dignity. Dr Raiser referred to recent developments in the relationship between the Roman Catholic Church and the Orthodox Churches and also to the discussion that had developed around the action taken against Prof. Hans Küng.

He went on to review the present state of cooperation with the Roman Catholic Church, in particular within the framework of the Joint Working Group and SODEPAX, and made a number of tentative proposals as to how relationships might be developed in the future. These included the possibility of a "trilateral dialogue" among the Orthodox and Roman Catholic Churches and the churches of the Reformed tradition.

In the discussion of the presentation, in which Metropolitan Gregorios, Catholicos Karekin, Bishop Antonie, Dr Rossel, Dr McCloud and Dr Appel participated, special reference was made to the discussion around the case of Prof. Küng, the implications of the Pope's visit to the Ecumenical Patriarchate in Constantinople, and problems of bilateral conversations. Metropolitan Gregorios offered his interpretation of actions and initiatives taken by Pope John Paul II on the basis of various encounters with leading personalities in the Roman Catholic Church. Catholicos Karekin stressed the need to maintain an open approach to relationships on all levels between the WCC and the Roman Catholic Church in this transitional period. Bishop Antonie spoke about the Roman Catholic/Orthodox Commission and asked that the possibility of trilateral dialogue be studied seriously. Dr Rossel commented that one of the main problems between the Roman Catholic Church and other churches was the question of authority in the Church.

12. REPORT OF THE NOMINATIONS SUB-COMMITTEE

The report was presented by Dr Wedel.

A. Membership of Central Committee

It was reported that there were six vacancies on the Central Committee. On the recommendation of the Sub-Committee, it was agreed that Dr S.T. Ola Akande be nominated for appointment by Central Committee in August 1980 to succeed the Rev. Dr E.A. Dahunsi, and that Dr David Preus be nominated to succeed Prof. Warren A. Quanbeck. Nominations for the other four vacancies were still awaited from the respective churches.

It was also reported that Rev. Dr Jacques Rossel, Swiss Protestant Church Federation, had submitted his resignation from the Central Committee following his retirement from his position in the church. On the recommendation of the Sub-Committee, it was agreed that the Rev. Jean-Pierre Jornod, President of the Swiss Protestant Church Federation, be nominated for appointment by the Central Committee in August 1980. It was further reported that the Rev. Dr Robert J. Marshall, Lutheran Church in America, had submitted his resignation from the Central and Executive Committees, having left his position as President of his church. On the recommendation of the Sub-Committee, it was agreed that the Rev. Dr J. Crumley, the new President of the Lutheran Church in America, be nominated to succeed Dr Marshall as a member of the Central Committee as from its meeting in August 1980. In addition, it was noted that both Dr Rossel and Dr Marshall would have to be replaced on the Executive Committee. Dr Marshall would also need to be replaced as Moderator of the Finance Sub-Committee of the Executive and Central Committees. Dr Rossel had been Moderator of the Audit Committee. He indicated that, while he was willing to continue to serve on this Committee, he felt he should be replaced as Moderator.

It was reported that the Church of Greece had proposed the name of Dr M. Farantos to take the seat on Central Committee which had been kept vacant since the Nairobi Assembly for a representative of this church. On the recommendation of the Sub-Committee, it was agreed to recommend that Dr Farantos be nominated for appointment by Central Committee as from its meeting in August 1980.

B. Membership of Commissions and Working Groups

a. Faith and Order Plenary Commission: It was reported that the following members had resigned following their appointment to the staff of the WCC: Dr S. Amirtham and Dr Masamba ma Mpolo. Nominations for successors would be brought to the Executive Committee in due course.

b. CCPD: It was reported that Dr G. Linnenbrink had

resigned as Vice-Moderator of the Commission. The Commission had appointed Dr J. Pronk as Vice-Moderator; Dr Linnenbrink remained a member of the Commission.

c. Youth Working Group: It was reported that Mr A. Owoh had resigned as a member of the Working Group. On the recommendation of the Sub-Committee, it was agreed to nominate the Rev. Emile Jones for appointment by the Central Committee as his successor.

d. CWME: It was reported that the Rev. Dr W.H. Vernon Smith had resigned his membership of the Commission. On the recommendation of the Sub-Committee, it was agreed to nominate the Rev. Dr Donald Black for appointment by the Central Committee as his successor.

13. REPORT OF THE FINANCE SUB-COMMITTEE

Dr Marshall presented the report of the Finance Sub-Committee as follows:

1. Review of 1979 financial year

While it is still much too early to provide final figures for the 1979 financial year, sufficient information is available to give at least some indication of the outcome but it should be treated as very tentative.

As requested by the Central Committee in January 1979 and, as anticipated in the report submitted to the Executive Committee in September 1979, the total direct expenses incurred during the year were held below approved budget levels. The preliminary figures to the end of December are as follows:-

	Budget	Actual	Underspending Amount	%
SFr	27,612,444	26,538,770	1,073,674	3.9%

Income at 31 December was also below budget except that income from investments was slightly above the previous year and experience with currency exchange was considerably improved.

The fixed rates of exchange used by the WCC in 1979 were 1 US$ = SFr 1.60 and 1 DM = SFr 0.80. The US dollar fluctuated within the range SFr 1.55 - 1.65; the D Mark, on the other hand, was always above, sometimes well above, the fixed rate. Transactions in the exchange of currencies realized almost SFr 1.5 million and, following the instructions of the Executive Committee in September 1979, this amount will enable the Exchange Fluctuation Reserve

to be increased to SFr 2.5 million, and will leave an amount of approximately SFr 300,000 to be credited to the Operating Balance.

In the circumstances, no part of investment income earned in 1979 will be credited to the Exchange Fluctuation Reserve and the whole of this income will be distributed to the appropriate funds. Investment income is likely to be in the order of SFr 1.7 million.

So far as reductions in net fund balances are concerned, current estimates are that these may fall by a figure of about SFr 650,000 compared with the SFr 2,375,000 anticipated at the time of the Jamaica Central Committee and SFr 1,700,000 envisaged at the September Executive Committee. This improvement is partly due to the receipt of a substantial additional transfer from KED of DM 400,000 to Unit II.

In undesignated income, the Swiss Federation of Protestant Churches increased its support of WCC from SFr 130,000 to over SFr 300,000 by a special appeal in recognition of the difficulties experienced by WCC with the currency exchange fluctuations.

It is recommended that the Executive Committee express its gratitude for the contributions from all churches and particularly its appreciation for special efforts to increase contributions to WCC. The Executive Committee accepted this recommendation.

The movements on the Operating Balance are likely to be approximately as follows:

Balance at 1.1.79	SFr 825,820
CCT shortfall	600,000
	SFr 225,820
Surplus of realized exchange differences not transferred to EFR	300,000
Balance at 31.12.79	SFr 525,820

It should be noted that this likely year-end Operating Balance will, however, not be sufficient to absorb the anticipated CCT shortfall of SFr 731,867 in 1980, which is discussed later in this report.

2. Auditors for 1979 accounts

It will be recalled that in September 1979, the Executive Committee agreed to appoint Touche, Ross & Cie as auditors for the 1979 accounts. Bearing in mind, however, the difficulties which had been experienced with the 1978 audit,

they requested that tenders from at least three auditing firms should be obtained for the audit of the 1980 accounts.

Almost immediately after the Executive Committee meeting, advice was received that Touche, Ross & Cie had decided to terminate their association with Fiduciaire Ofor, the auditing firm which had been employed by the World Council from its inception and some of whose staff had continued to be used by Touche, Ross for its audits. The Audit Committee believed that, had these facts been known at the time of the Executive Committee meeting, a decision would have been taken to seek tenders for the audit of the 1979 accounts. They therefore recommended that tenders be obtained forthwith for the 1979 accounts.

Proposals were requested and received from four firms of international repute: Touche, Ross & Cie, whom it was felt should be included, Arthur Andersen & Co., Deloitte, Haskins & Sells, and Ernst & Whinney. The detailed proposals were carefully considered by the Audit Committee whose recommendation was that Ernst & Whinney be appointed for the 1979 accounts at a fee of SFr 48,000.

It is recommended that the appointment of Ernst & Whinney as auditors for the 1979 financial accounts of WCC be ratified.

The Executive Committee accepted this recommendation.

3. Salary policy

The present salary structure was introduced on 1 January 1974 following the report of a firm of management consultants. The salary structure is based on a job evaluation scheme of nine grades, with ten steps in each grade. Job descriptions, giving the purpose of the post and its major responsibilities, are an integral feature of the scheme. The consultants also stated in their report that the introduction of a formalised performance appraisal system was an essential element in the remuneration policy.

The salary structure comprises:

i) a performance appraisal scheme

ii) a cost of living review, and

iii) a provision for a review of salaries every 18 months.

It is the last item which has become a matter for immediate concern. Under Article II 2.02 of the Regulations, step increases were given to staff in October 1974 and in July 1977. In 1976 staff renounced the right to a salary review due to the critical financial situation. The interpretation of the rule given by the Executive Committee

in July 1977 was "that the regular review of salaries was on the basis of seniority and merit". It was further noted that "adequate performance evaluation procedures ... were essential prior to granting the increases as envisaged in the salary system".

Although the Executive Committee had in the past referred to seniority as a factor in salary increases and Staff Executive Group (SEG) and Staff Representative Group (SRG) had recommended that seniority be taken into account at the time that a three-year contract is renewed, the Finance Sub-Committee noted that the Regulations do not provide for salary increases based on seniority and the committee did not see any value in providing for it by amending the Regulations.

The question of the salary review was raised with the Officers in July 1979 and the Executive Committee recommended in September 1979 that action be postponed until the performance appraisal system was in operation and the Central Committee could authorize adequate funding. The Finance Sub-Committee received a report on the plan for implementing the performance appraisal scheme with an aim to completing the process with present staff by June 30, 1980. The Sub-Committee expressed its approval and appreciation for the plan. It was particularly pleased to note that performance appraisal was related not only to a step increase in salary, but more particularly to evaluating personal potential, discussing personal development possibilities, assessing working relationships and reviewing job descriptions and goals.

The SEG had discussed the question of salary policy very carefully and considered that confusion had arisen in the interpretation of Regulation II 2.02, partly because this regulation occurred in the section of the Regulations concerning the classification of posts. The Regulation reads as follows:-

> "A member of the staff may obtain a one-step increase within a grade at the time of the periodic salary review which must be made at least every 18 months provided that his/her performance is satisfactory. The General Secretary may refuse to grant a step increase, in which case the member of the staff concerned shall be notified of the reason for the refusal."

If a step increase in salary were to be granted to all eligible staff members, the cost for five months in 1980 would amount to between SFr 140,000 and SFr 160,000 and for the full year of 1981, between SFr 330,000 and SFr 385,000. These amounts are additional to the budgeted amounts being presented to this meeting of the Executive Committee.

The Finance Sub-Committee, having discussed those questions fully, recommends that:-

1. A one-step salary increase be given on August 1, 1980 to each member of the staff who has completed a minimum of eighteen months of continuous service by that date and where performance is satisfactory as indicated by the proposed performance appraisal.

2. For each staff member who has had a performance appraisal by August 1, 1980, a performance appraisal be conducted each eighteen months thereafter, and for other members of the staff, the performance appraisal be conducted eighteen months after the effective date of appointment.

3. For greater clarity, amendment be made to the Staff Regulations of the Council by:-

a) removing from Chapter II, Section 2 "Classification of Posts and Advancements" the reference to Performance Appraisal (2.02, 2.03, 2.05) and renumbering the remaining paragraphs.

b) Inserting the paragraphs on Performance Appraisal into Chapter IV, Section 1, "Salaries, Supplements, Allowances, Grants, Reimbursements".

c) Adding to paragraph Chapter II, Section 2, 2.02 to indicate the basis for determining that performance is deemed satisfactory, so that the paragraph will read, "A member of the staff may obtain a one-step increase within a grade at least every 18 months provided that his/her performance is satisfactory <u>as determined by the performance appraisal</u>.

d) Providing for the Classification Board to be consulted with regard to the grade and step to be fixed for all appointments.

e) Making the Classification Board responsible to review every 18 months the grades and steps that have been assigned to members of the staff in order to give advice on correcting any inequities that have arisen in the salary system.

f) Requiring a report to the Finance Sub-Committee at the time of Central Committee meetings on the financial impact of grade or step increases that are granted, such report to be received as information to allow the sub-committee to register advice as it may desire.

The Executive Committee <u>accepted</u> these recommendations.

The Committee received a statement from the SRG representative which had also been presented to SEG. This requested

the introduction of a minimum salary of SFr 2,000 per month, thereby eliminating Grade 1, Steps 01-05 and Grade 2, Steps 00 and 01. Investigation showed that two staff members would be affected. Should the step increase be granted in August 1980, both would thereafter receive more than SFr 2,000. The Committee did not therefore consider it necessary to take any action on this request.

4. Staff Allowances

The present staff allowances have been discussed regularly by the Finance Sub-Committee and the Executive Committee since 1974. In 1976 the Executive Committee expressed the view that a full review should be undertaken of these allowances. The Executive Committee in February 1977 reiterated this view, with reference to the main wage earner allowance. It laid down two guidelines:

"a) any new procedure must not increase the present costs to the Council;

b) fringe benefits attached to the salary system should be reduced rather than increased in line with general policy since the introduction of the present salary system."

In February 1978 the Executive Committee requested the Assistant General Secretary for Finance and Administration and the Director of Personnel to prepare a report on the structure of the salary system with reference to "the problems that have emerged" and to present alternative solutions to the Executive Committee. At the same meeting the Executive Committee agreed to introduce a solo parent's allowance but stated that "no action should be taken in the implementation or change of the Regulation in regard to the criteria for the main wage earner status pending the report on the structure of the salary system."

Dr Appel proposed that staff be asked to explore the possibility of setting up a committee, including members of the Finance Sub-Committee, which would try to establish a better coordination of staffing policies of the various organizations in the Ecumenical Centre. This was agreed.

Present Situation

The following allowances are payable under the Staff Rules and Regulations:-

- Main Wage Earner / Solo Parent Allowance: SFr 195.- per month

- Family Allowances, subject to the payment of the Cantonal family allowance: SFr 110.-- per child per month

- Removal or Installation Grant: SFr 2,500.-- single
  SFr 4,300.-- married
  + SFr 450.-- per child

- Education Allowance: 75% of the cost of education for children aged 10 and over and 50% of University fees.

- Language courses: three-fifths of costs for staff members and 75% for children with language problems.

- Home leave every 3 years for non-resident staff (defined as more than 100 kms from Geneva).

The Committee received papers from the SRG and the SEG and the views of the Staffing Sub-Committee on all staff allowances and after detailed examination recommends that as of 1 September 1980

i) The Main Wage Earner/Solo Parent Allowance be abolished and

   (a) staff members presently receiving this allowance be compensated for this loss by increasing the children's allowance for the first dependent child by the amount of the main wage earner/ solo parent allowance.

   (b) Staff members presently receiving this allowance and having no dependent children be given the equivalent amount as a special allowance during the time of their continuing service with the Council.

   There will be no additional cost to the Council.

ii) The Children's Allowance be paid for all children who are legally dependent on the staff member, excepting the staff member whose spouse receives a similar allowance from any other employer. This allowance shall be paid up to 18 years of age and beyond that age providing the dependent child continues in full-time education but in any case not beyond the age of 25.

   The additional cost will amount to approximately SFr 13,000 in 1980 and SFr 40,000 in 1981.

iii) The Education Allowance for legally dependent children of staff members who have moved more than 100 kms in order to take up employment with the WCC in Geneva be continued for present staff according to the present regulations but with the introduction of

   (a) a maximum reimbursement initially of SFr 7,500 per child per academic year but indexed according to salary cost of living increases, and

(b) a maximum age of 25 years.

There will be no additional cost to the Council.

iv) The Installation Allowance, fixed in 1974, be increased as follows:-

	Present	Proposed
Single person	2,500	3,000
Married with dependent spouse	4,300	5,100
Per dependent resident child	450	550

The additional cost will amount to approximately SFr 5,000 in 1980 and SFr 15,000 in 1981.

v) Payment for language courses be allowed for spouses of staff members in the same manner as for staff, namely reimbursement of 3/5 of the costs of courses in the language used in the place of residence.

The additional cost will amount to approximately SFr 6,000 in 1980 and SFr 15,000 in 1981.

vi) Home leave

The Sub-Committee noted that provision exists for requiring reimbursement of the cost of home leave, should a staff member resign within two years of returning from a paid home leave and that SEG recommends the removal of this provision. The Staffing Sub-Committee, which also considered this matter, did not think that this provision should be removed, but that each case should be considered separately. The Staffing Sub-Committee recommends an addition to the provision as follows: "unless otherwise agreed by the General Secretary".

The total of all these changes in staff allowances will amount to approximately:

1980 = SFr 24,000 and 1981 = SFr 70,000

The Executive Committee accepted these recommendations.

5. Pension Increases

Although the Executive Committee granted a 6.1% cost of living increase to members of the active staff as of 1st October 1979, no increase was granted to those who were receiving pensions from the Retirement Fund. The Executive Committee has indicated in the past that increases in salary for active staff will not always be automatically

followed by increases in pension payments. The Finance Sub-Committee was concerned in Septmeber 1979 about increasing pensions, however, but decided to wait for a report on the Fund by the consulting actuaries as at 31 December 1979 to determine whether an increase could be granted from the Fund without jeopardizing the capacity of the Fund to meet all future obligations. Since the consulting actuaries have not found it possible to make a report at this time, and since the Sub-Committee believes that an increase in pensions ought not to be further delayed, a proposal is being made for such an increase to be made possible from the Operating Balance.

It is recommended that pensions now being paid from the WCC Retirement Fund be increased as of March 1, 1980, by 4% and that up to SFr 300,000 be appropriated from the Operating Balance to be transferred into the Retirement Fund in order to maintain the valuation of the Fund.

It is further recommended that each time when the Executive Committee decides upon cost of living increases for active staff, it also decide upon such increases as it may deem appropriate for pensions in payment.

The Executive Committee accepted these recommendations.

6. Consultation on Staff Appointments

The Finance Sub-Committee received from the Staffing Sub-Committee the list of appointments to be recommended to the Executive Committee or to be referred to the Officers with power to act. Since all positions to be filled were included in the budgets to be submitted to this meeting of the Executive Committee, the Finance Sub-Committee did not take exception to any of the appointments but did note the deficit anticipated in CCT in 1981 would be approximately equivalent to the cost of 4 desks. One of these, in Renewal and Congregational Life, may be funded by designated contributions. The Sub-Committee expressed the hope that the level of staffing might be brought into line with the level of funding. It recognized that such a goal might be attained, either by reducing the number of staff, or preferably by increasing income, particularly from undesignated contributions.

7. 1980 Revised Budget

Following the recommendations made at the September 1979 Executive Committee meeting, the 1980 budgets were revised and are now presented for adoption. With estimated non-designated (mostly CCT) income of SFr 5,060,000 the shortfall is SFr 731,867, while the reduction in fund balances is SFr 1,441,607. Both figures are within the targets set by the Executive Committee. It should, however, be stressed that no additional inflationary factors

have been included, beyond the 6.1% salary increase granted by the Executive Committee in September. Any further salary increases envisaged during 1980 will affect this revised 1980 budget. On the other hand, it would be reasonable to anticipate some underspending of budgeted expenditures and possibly some increases in income.

It is of significance to note that, in preparing the revised 1980 budgets, most sub-units have budgeted on a realistic basis, that is, they have made allowance for delays in staff appointments and for periods between one member of staff leaving and another arriving. Several sub-units, however, have budgeted on an annual basis, and have made no such allowances. This is true for the sub-units within Unit II, for Faith and Order, and for the sub-unit on Education. Had these sub-units budgeted on a realistic basis, the total budget would have been reduced by an amount of approximately SFr 250,000.

Within the limits allowed by the September meeting of the Executive Committee, the Investment Advisory Group set the 1980 fixed exchange rates at US $1= SFr 1.55 and 1 DM = SFr 0.90. Income estimates have been based on these rates.

It is recommended that the budget for 1980 be adopted. The Executive Committee accepted this recommendation.

8. 1981 Preliminary Budget

The 1981 Preliminary Budget has been prepared by staff and, in the case of almost all sub-units, has not been seen by Commissions or Working Groups.

All sub-units were given guidelines for the preparation of their 1981 preliminary budgets and were reminded of the Central Committee's recommendations of January 1979, in particular the aim of achieving a balanced budget in 1981.

Although there is a reduction in the total preliminary 1981 Budget compared with the revised 1980 Budget, it should be noted that 1980 includes an amount of SFr 1,270,500 for the CWME Melbourne Conference. The 1981 Budget, on the other hand, includes the International Consultation of the Study on the Community of Women and Men in the Church. When these two items are taken into consideration, it will be seen that the preliminary 1981 Budget is slightly higher than that submitted for 1980.

Based on the current income estimates, the preliminary budget, as presented, would result in a shortfall of CCT income of SFr 635,000 while fund balances would be reduced by SFr 915,000. It is conceivable that the shortfalls on both CCT and in fund balances could prove to be over-estimated. On the other hand, it should be stressed that no inflationary factors have been included in the preliminary 1981 Budget. There is every indication that the

increase in the cost of living in Switzerland will mean that salaries have to be reviewed at least once in 1981, unless this has already had to be done in August 1980.

It is recommended that the Executive Committee

i) express gratitude to the Assistant General Secretary and other staff members who have cooperated with him for the great amount of work entailed in developing the budgets, particularly for preparing a 1981 preliminary budget in time for the Executive Committee to provide guidance on revisions in preparation for presenting the 1981 budget to the Central Committee in August;

ii) request that the preliminary budget for 1981 be revised so that the budget presented to the Central Committee will

(a) include increases in remuneration for staff decided by this meeting of the Executive Committee with regard to salary step increases and allowances;

(b) provide for the possibility of a cost of living increase in the amount of 5%;

(c) reflect any decreases that might take effect in the latter part of 1981, although the major impact would be experienced first in 1982, in accordance with the following action of the Central Committee in January 1979:

"... present programmes be brought to a fruitful conclusion as far as possible in 1981, for Assembly preparation and follow-up, and in order to release staff, financial and programme resources for Assembly preparation. It is recognized that there are permanent functions and continuing services and operations of a supportive and consultative kind. These need to be distinguished from programmes and projects which would normally be concluded prior to an Assembly;

That commissions and working groups continue the present practice which would call for meeting twice between 1979 and 1981 and that unless absolutely necessary no meetings of these bodies be scheduled for 1982 in view of the need for Assembly preparation;

..." (Central Committee 1979 Minutes, p. 22, paragraphs 2, 3)

The Executive Committee accepted these recommendations.

9. Special Funding

In its September 1979 meeting the Executive Committee authorized the search of special funding for the following items:

a) three CICARWS consultations ($170,000);

b) development of OICD (SFr 900,000 over 3 years);

c) follow-up of the Conference on Faith, Science and the Future in 1980 and 1981 (SFr 300,000).

The Executive Committee also authorized the search for special funding for the following target programmes:

d) 1980 Consultation on the Churches' Response to Racism in the 1980s (SFr 500,000);

e) 1981 Consultation on the Community of Women and Men in the Church (SFr 500,000);

f) the so-called World Youth Conference (regional alternative) (SFr 500,000).

The Office for Income Coordination and Development, aside from its activity in the coordination of requests, in establishing composite statements of needs for several member churches, and its efforts to increase CCT and non-designated income, has concentrated on these special funding items during the last four months.

a) CICARWS Consultations

Expenditure	$ 181,299
Income	121,563
Pledges outstanding	17,000
Final deficit	42,736

The final deficit will be covered from the CICARWS Service Programme 1979 budget.

b) Office for Income Coordination and Development (OICD)

The decision taken by the Executive Committee in September to authorize the seeking of special funds for the Office for Income Coordination and Development confirmed the priority given to the objectives of this office by the Central Committee and to its necessary development. In principle, the logical place of OICD as a central and permanent function should for the major part be in the WCC core budget covered by undesignated income. It could also receive funds from units and sub-units in recognition of OICD's instrumentality in obtaining financial support for their operations. But OICD should not normally receive designated

income as if it were a programme of the WCC to be supported by some interested churches.

With this in mind, the General Secretary has decided to allocate the undesignated part of the SIDA Sweden support to WCC administrative costs to OICD. This represents approximately SFr 150,000 per year for a three-year period. In this way the special funds obtained are regarded as given to the WCC as a whole - even if it is understood that they are for OICD - and channelled from the General Secretariat to OICD.

The discussions with EKD in Germany have confirmed that EKD would not be prepared to support OICD directly, considering that it is a central function and that it should remain dependent on General Secretariat decisions internal to WCC. However, EKD has suggested that an increase of CCT contributions should be requested, the development of OICD being one of the justifications for such an increase.

Since discussions with EKD had been interrupted after the death of Luiz Carlos Weil, such an increase could not be obtained in 1980. KED has, however, accepted to allocate to OICD 1% of its support to Units II and III for 1980.

At present, the situation on the special funding of OICD is the following:

Cash in hand and pledged for 1980-1981-1982	Total	SFr 795,500
		or 88.4% of the total

It is further hoped that in 1981 and 1982 a participation on Units II and III income from KED of the same order of magnitude as in 1980 can be obtained. This would provide the amount necessary to reach the SFr 900,000 authorized in September. This last possibility has yet to be negotiated.

c) Follow-up on Faith, Science and the Future

The budget authorization for the Conference and follow-up was augmented by the Executive Committee in September from 1.1 to 1.4 million Swiss francs.

The present situation of the funding of the programme is now:

Cash in hand	SFr	786,399
Firmly pledged		430,500
Total	SFr	1,216,899

or 87% of the total 1.4 million Swiss francs authorized amount.

Applications and exploratory conversations have already been made in Germany and to several churches in the United States for the remaining amount.

d) PCR Consultation on the Churches' Response to Racism in the 1980s

In September the Executive Committee gave first priority to securing special funding for the Consultation to be held in 1980 on the Churches' Response to Racism in the 1980s.

At present the cash in hand or firmly pledged income amount to SFr 267,882 or 53.5% of the total authorized amount.

Further, it is anticipated that other churches and agencies in Europe will contribute approximately SFr 169,000 as they have accepted to secure monies totalling such an amount, bringing the total to 87% of the SFr 500,000. Of these 87% the USA contributions or pledges only represent 9% at the present time. Approximately SFr 130,000 more have been asked from the USA member churches but no specific answers have yet been received as the US planning committee was set up in January of this year.

Since the September Executive Committee meeting, three elements of cost that could not be forecast at that time, have had to be added to the SFr 500,000 budget for which authorization was given to seek special funding.

These cost items are the following:-

i) A consultant was engaged for an eight months' period for the actual preparatory work of the world consultation. It had been hoped that this position would be financially seconded, unfortunately this has not been possible. The cost of this consultant is SFr 40,000.

ii) The Asia regional meeting organized by the CCA had been budgeted for $30,000 in the total SFr 500,000 amount. CCA has now indicated that they need $50,000 for holding their regional meeting because of the very diverse situations in different parts of Asia which they must consider, involving people from many areas. This involves an extra $20,000 above the authorized budget or approx. SFr 32,000.

iii) As the regional meetings are or will be held much later than had been hoped, the problem of co-ordinating and compiling the results of the regional consultations in time for the world consultation in June has become critical. It will therefore be

necessary to organize a preparatory meeting in May in Geneva, with key representatives from the various regions. The travel budget will consequently be higher than anticipated. An extra SFr 20,000 to 25,000 will be needed.

The total cost of the PCR Process of Consultation will therefore have to be increased by approximately SFr 100,000.

It is recommended that the Executive Committee give approval for seeking special funding for SFr 100,000 beyond the SFr 500,000 previously authorized for the Consultation Process on "Churches Responding to Racism in the 1980s".

The Executive Committee accepted this recommendation.

e) Community Study of Women and Men in the Church

The second priority was given to special funding for the CWMC study and consultation to be held in 1981. The Executive Committee also decided that the assurances for 75% of the amount should be received by the time of this February meeting in order that a final decision about the consultation may be made at this time.

At present the actual receipts and firm pledges represent

SFr 404,491 or 80% of the budgeted SFr 500,850.

The actual receipts and firm pledges in hand are well above the 75% minimum required by the Executive Committee.

The funds pledged thus far towards the 1981 Consultation are more than twice the amount ever received in a single year.

Conversations with other potential donors indicate that further funds will be found to cover the total authorized amount for the CWMC consultation.

f) Youth Target Programme

Third priority was given to securing special funding in the amount of SFr 500,000 for regional youth meetings in 1980 and 1981, with the understanding that only those meetings be planned for which funding is assured.

At the present time, the funding situation for the youth target programme is the following:-

1980	Cash in hand -	from Europe	85,200
		from North America	38,750
			123,950
1981	Verbal pledges		135,000
		Total to-date	258,950

or 51.8% of the authorized funding.

It is recommended that the Executive Committee

i) express its gratitude to the churches and agencies which have responded generously to the special financial appeals authorized in September 1979;

ii) commend the new director of OICD and his associate on the work they have done to stimulate an encouraging response to the special appeals;

iii) instruct OICD to give immediate attention to securing the balance needed to cover the costs of the process of Consultation on the Churches' Response to Racism in the 1980s, the programme on the Community of Women and Men in the Church and its world consultation in 1981 and the follow-up to the Conference on Faith, Science and the Future;

iv) request OICD to continue the coordination of fund-raising efforts for the regional Youth Gatherings to be organized in 1980 and 1981 with the understanding that only those gatherings will be planned for which funding has been made available;

v) reaffirm its desire that OICD seek designated funding for the Renewal and Congregational Sub-Unit in order to reduce its dependency upon Central Church Treasuries, as suggested at the September meeting of the Executive Committee;

vi) authorize special funding in the amount of SFr 150,000 to be sought for the Programme on the Disabled in order to permit the appointment of a consultant and secretary for one year;

vii) ask OICD to study and bring proposals to the Executive Committee on the best methods of securing funds for those programme sub-units which have a substantial dependency upon CCT or transfers between sub-units.

The Executive Committee accepted these recommendations.

10. Budgeting Procedures - Special Funding

According to the September 1978 Executive Committee decision "authorization to seek or to apply additional funds to cover any item of expenditure which are over and above the approved budget (can) be granted only by specific resolution of the Executive Committee, providing the Department or Sub-Unit concerned has otherwise reduced to a significant degree its dependence on Central Church Treasury income, internal transfers from other Sub-Units, or fund balances".

It is understood that words "over and above the approved budget" mean that such decisions to authorize special funding are taken after a budget has been approved for items of expenditure to be spent during the current fiscal year. This would indicate that such decisions are of exceptional nature and should probably be justified by a certain character of urgency.

Such a procedure is quite normal and responsible. It merely underlines the fact that the Geneva staff can only spend monies that are included in budgets approved by the Executive Committee. Over and above such approved budgets, any spending and therefore the corresponding fund-raising must be subjected to a special authorization. The urgency of extra-budgetary items requiring special authorizations must be such that they cannot await the discussion, inclusion in and approval of the budget of the following year.

If this interpretation is correct, it is suggested that such authorization remain exceptional.

It is hoped that such special funding authorizations will not become an "ordinary" and regular procedure, and that requests for special funding presented to the Executive Committee will only be approved if it is impossible to include the items of expenditure that require such special funding into the budget of the following year.

It is recommended that the above statement be adopted as a basic policy of the WCC and that it be submitted to the Central Committee for action.

The Executive Committee accepted this recommendation.

11. Fund-Raising prior to Budgeting

The Office for Income Coordination and Development has been requested by a considerable number of churches to prepare systematic and individualized statements of needs for World Council of Churches' activities in terms compatible with their own budgeting process.

As many churches introduce more systematic planning and

management procedures, their budgeting processes tend to cover longer periods of time, i.e. 3-year and 4-year terms.

To respond to these requests and to church budgeting procedures, and further to incorporate into routine funding patterns the WCC needs, projections for approved programmes and large events that must be planned several years in advance (for instance the Assembly), the Office for Income Coordination and Development needs authorization to approach member churches on the basis of preliminary projected needs prior to actual budget approval, which may happen as late as the budgeted year itself.

Advance notice of acceptances from member churches and donor agencies will certainly aid in preliminary and proposed budget development and in informed approval by the Executive Committee.

Except for extremely urgent and exceptional cases, such a procedure should in the future minimize the needs for last minute appeals and actions to secure funding of items over and above approved budget, situations similar to that the Finance Sub-Committee faced at the September 1979 Executive Committee meeting.

It is recommended that, in response to the requests of member churches, the Executive Committee authorize OICD to approach member churches and donor agencies for commitments to funding the WCC on the basis of preliminary assessments of projected needs prior to the approval of the actual budgets.

The Executive Committee accepted this recommendation.

12. 1983 Assembly

The Executive Committee has at this meeting had under discussion the elaborate process of preparation which will need to be undertaken for the Sixth Assembly in 1983. These preparations clearly have budget implications.

It is recommended that the Executive Committee

(a) authorize that the next item of Special Funding be the 1983 Assembly;

(b) request that a budget be brought to the Finance Sub-Committee of the Central Committee in August 1980;

(c) authorize that initial approaches be made to member churches to alert them of the need to make provision in their own budget for contributions towards the 1983 Assembly.

The Executive Committee accepted these recommendations.

13. Consultations on Finances with Member Churches

The Finance Sub-Committee gave consideration to a proposal for a finance consultation in 1981 with officers of member churches and requested that a report be provided for its next meeting, including

(a) a list of persons considered for invitation;

(b) the objectives of the consultation;

(c) the methods proposed for the organization of the consultation.

The Finance Sub-Committee proposed that consideration also be given to arranging one or more regional consultations, with invitations being extended to several representatives from outside the region as well as to representatives from member churches in the region.

14. Computer Evaluation Report

The Finance Sub-Committee considered the Report, prepared for the World Council in November, 1979 by Mr Vernon Sidler, Assistant General Secretary, Systems & Procedures, of the United Methodist Church, Evanston, Ill., on the Computer Data Processing Applications of the Council.

The Finance Sub-Committee

i) expressed its appreciation to Mr Sidler, and to his Church, for his helpful contribution to the work of the World Council in this sphere;

ii) noted the findings of the Report and in particular the assurance of the Consultant that the present system is capable of satisfying the needs of the Council;

iii) commended the detailed study and implementation of the recommendations of the Report as quickly as possible;

iv) requested that a progress report be submitted to the next meeting of the Finance Sub-Committee in August 1980;

v) expressed the conviction that cooperation by all involved together with steps which have been taken or authorized will ensure that the needs of the users can be satisfactorily met.

15. Provident and Retirement Fund

The Boards of the Provident and Retirement Funds met on February 10, 1980. A report was received on the Annual Meeting of the members of the Funds, November 21, 1979, and the Board considered items referred to it by that meeting. By delegation of power from the Annual Meeting,

the Staff Advisory Group re-elected to the Provident Fund Board Mrs Christel Göbeli-Döll, and elected Mr Ans van der Bent and Mr Herman de Graaf.

Since the term of Bishop Harms has come to an end, the Finance Sub-Committee recommends that Bishop Hans H. Harms be elected to the Board of the Provident Fund for a term ending in March, 1982.

It is further recommended that Bishop Hans H. Harms be re-elected to the Board of the Retirement Fund for a term ending in March 1982, and that Mrs Christel Göbeli-Döll and Miss Simone Mathil be re-elected and Mr Ans van der Bent and Mr Herman de Graaf be elected to the Board of the Retirement Fund for a term ending in February 1983.

The Executive Committee accepted these recommendations.

16. Ecumenical Development Cooperative Society (EDCS)

The Assistant General Secretary reported on a proposal of EDCS that the World Council enter into an agreement with the Board of the U.S. Conference and with EDCS, whereby investors in the United States could be enabled to invest funds in shares of EDCS, with the U.S. Conference and the World Council acting as intermediaries.

The Finance Sub-Committee recommends that the Executive Committee approve the World Council entering into such an agreement, providing that the wording of the agreement is approved by the legal advisers of both the U.S. Conference and the Council, and authorize the Assistant General Secretary to act accordingly.

The Executive Committee accepted this recommendation.

17. Progress report on matters arising from previous Executive Committee meetings

(a) Simplified financial brochure

Following the request made at the consultation in Chambésy in October 1978, a brochure showing, principally in graph and tabular form, the income and expenditure of the WCC (using 1978 figures) was published in December 1979. Time pressures prevented publication in languages other than English. The limited space available and the desire to keep the presentation as simple and straightforward as possible, meant the exclusion of details which some may have felt necessary. The brochure has, on the whole, however, been very well received, and a number of member churches have asked for bulk supplies. The constructive criticisms which have been made will be useful in preparing a second edition, using 1979 figures, for publication prior to the August Central Committee meeting, when it is planned to have editions in French and German as well as English.

(b) Minimum fund balances

The September Executive Committee requested "that the Assistant General Secretary study the means available for establishing minimum fund balances and bring a proposal to the Finance Sub-Committee for consideration by the Executive Committee in February 1980".

There has unfortunately been insufficient time to discuss this matter fully with sub-units; moreover it would be preferable to use the end-1979 figures in preparing a report. A report will be presented to the Finance Sub-Committee of the Central Committee in August, 1980.

(c) Reserves

A detailed proposal for a WCC Emergency Reserve which could be set up to cover all sub-units of the WCC was requested for the August Central Committee. In the meantime, Commissions, which have not already done so, will be asked to approve in principle the setting up of a single WCC Emergency Reserve.

(d) Guidelines on expenses

With regard to the request of the Executive Committee in September 1979, a report will be prepared as soon as all the figures for 1979 are finalized. A comparison of the various budget item expenditures incurred by sub-units, with an indication of the average cost per staff member, will be made. Such a schedule could be circulated to sub-units, and considered by the Finance Sub-Committee on an annual basis, together with any guidelines which it may seem could be adopted as an aid in the preparation of future budgets.

(e) Distribution of costs for various services

The recommendation to "consider the distribution of costs for various services as mentioned in the report of the Review Sub-Committee" will be considered in the coming months.

The Executive Committee adopted the report of the Finance Sub-Committee.

14. APPLICATIONS FOR MEMBERSHIP

Two applications were presented by Dr Raiser.

A. Tuvalu Church, Central Pacific

It was agreed to recommend that the Central Committee receive the Tuvalu Church as a full member church of the WCC.

B. Asociacion - La Iglesia de Dios, Argentina

It was agreed to recommend that the Central Committee receive the Asociacion - La Iglesia de Dios as an associate member of the World Council of Churches.

15. REVIEW COMMITTEE

A. Clarification of decisions taken by the Central Committee, January 1979

The Programme Sub-Committee reported that in response to recommendations by the 1978 Review Committee, the Central Committee at Jamaica took a number of actions regarding programme planning and activities of the WCC in the period up to 1981 which had given rise to questions. (Cf. Central Committee Minutes, Jamaica 1979, pp. 22-23) In particular, a clearer interpretation had been requested regarding the decision that:

> "new programmes not be initiated after this 1979 Central Committee meeting, but rather that present programmes be brought to a fruitful conclusion as far as possible in 1981 ... in order to release staff, financial and programme resources for Assembly preparation."

The Programme Sub-Committee recommended the following interpretation which was adopted by the Executive Committee:

a. The decision concerns issue-oriented "programmes and projects which would normally be concluded prior to an Assembly" (cf. paragraph 2 in Central Committee Minutes loc. cit.), as distinct from ongoing services and operations;

b. Conclusion in 1981 means in the course of the budget year 1981. Reports about such programmes would thus reach the Central Committee at the latest in 1982;

c. During 1982 and 1983 no meetings of Commissions and Working Groups would be held, unless required for the maintenance of services and operations of a supportive and consultative kind;

d. Budget resources in 1982/83 for meetings and conferences, travel, publications, etc. should be used for purposes related to Assembly preparations;

e. A framework for visits to member churches by staff and/or ecumenical teams and for regional meetings should be prepared for consideration and action by the Central Committee in 1981 to guide decisions about the 1982 budget.

B. Agenda for meeting in 1980

The Programme Sub-Committee noted that there would be another meeting of the Review Sub-Committee prior to the Central Committee meeting in August 1980. The Central Committee in Jamaica 1979 had envisaged the need to adapt the Council's operating structure to a changed situation and formulated three guidelines for this task which was referred to the Review Sub-Committee. This mandate had been reiterated by the Executive Committee in September 1979.

A number of review and evaluation processes had been initiated since March 1979. Some had already led to decisions by the Executive Committee in September 1979. Others were expected to be concluded soon. It was becoming clear, at the same time, that the Council's operating structure in the immediate future would have to respond to the needs of the preparatory process for the Sixth Assembly.

The Programme Sub-Committee therefore recommended and the Executive Committee agreed the following items for the agenda of the Review Sub-Committee:

i. Assessment of results and recommendations arising from the review process since 1979;

ii. Recommendations concerning the interpretation and follow-up of programmes to be concluded by 1981;

iii. Structural requirements for the Council during the period of Assembly preparation.

16. PREPARATIONS FOR CENTRAL COMMITTEE

Dr Raiser presented the proposed programme. Issues for introduction in plenary before discussion in committees included a report on the Melbourne Conference and on the Charismatic Renewal, the results and follow-up of the MIT Conference and the study "Towards a Church in Solidarity with the Poor". Two special events were planned: the celebration of Dr Visser 't Hooft's 80th birthday, and the celebration of the publication of the full music edition of "Cantate Domino".

17. SIXTH ASSEMBLY

A. Allocation of seats

Dr Raiser reported that in following up the action taken by the Executive Committee in September, and in further

consultation with the member churches, a detailed proposal regarding the allocation of seats and the definition of size of delegations had been worked out. In doing this a number of specific factors had been taken into account, including the special circumstances of churches which kept statistics only for communicant/adult members; churches which, while predominantly based in one country, included communities in many parts of the world; united churches and Eastern Orthodox Churches. An attempt had been made to achieve an adequate confessional balance and member churches in each country were being encouraged to consult with each other about the distribution of seats among confessional groups. In addition, a proposal had been prepared regarding the composition of delegations including clergy, men, women, and youth.

After discussion and clarification of the document, and on the recommendation of the Staffing and Nominations Sub-Committee, the Executive Committee agreed:

i. to approve in principle the proposed allocation of seats with the understanding that the proposal would be circulated to the member churches for comment and response;

ii. to approve in principle a policy proposal regarding the composition of delegations of two or more persons to achieve a more equitable representation of clergy, laity, men, women and youth, with the understanding that the proposal would be circulated to the member churches for comment and response;

iii. that a revised proposal taking into account comments received from member churches be presented to the Central Committee in August 1980 for consideration and action.

B. Programme

Mr Perkins presented slides of Vancouver and the University of British Columbia campus. He reported that a Local Arrangements Committee would be set up in Vancouver in April and that a national committee was being formed in Toronto with representatives of the member churches, the Canadian Council of Churches and Central Committee members.

The General Secretary spoke of the significance of the position of Vancouver and its effect on the character of the Assembly, and of the advantages of meeting there. He referred to the various aspects of the Assembly and to the lessons learned from the Fifth Assembly which should be taken into account in preparing for the Sixth. Among the main items for discussion would be: the consensus statements on Baptism, Eucharist and Ministry; the relationship between the unity of the Church and the unity of humankind; the Community of Women and Men in the Church; questions of mission and evangelism, following the Melbourne Conference;

the importance of the congregation and of renewal movements; questions of structures for the sharing of resources between rich and poor churches; "The Church and the Poor"; science and faith, and questions relating to the JPSS study; militarism and the arms race; human rights; refugees; the role and witness of youth in today's world. He made tentative suggestions regarding possible themes. After discussion, the questions connected with the programme of the Assembly were referred to the Programme Sub-Committee. On the recommendation of the Sub-Committee, the Executive Committee agreed:

i. to request the General Secretary to send a letter to the members of the Central Committee asking for their response in regard to preparations for the next Assembly, and in particular their comments on:

   a. the theme, possibly centred on the motif of "Rejoice", taking into consideration the biblical context and the dimension of Hope (as in St Paul's letter to the Philippians);

   b. the purpose, function and style, recognizing the large number of delegates for whom this Assembly will be a new ecumenical experience, and the need to structure the meeting so that its legislative, celebrative and communal elements will be adequately provided for;

   c. the preparation, including the orientation of delegates, creation of an Assembly Preparations Committee, production of appropriate preparatory literature, as well as a plan for regional meetings and staff or ecumenical team visitation;

   d. the issues, indicating which issues in the life of the churches and the programmes of the WCC need to be presented for Assembly consideration and suggesting which should have priority.

ii. that, in the light of responses to the above, a preparatory paper be prepared for Central Committee discussion.

18. FUTURE MEETINGS

Bishop Hempel and Archbishop Sundby reported on plans for the Central Committee meetings to be held in Dresden, GDR, in 1981, and in Stockholm, Sweden, in 1982, respectively.

The following dates for meetings of the Executive and Central Committees were noted:

11-13 August 1980	Executive Committee	Geneva	
14-22 August 1980	Central Committee	Geneva	
9-13 February 1981	Executive Committee	Geneva	
14-16 August 1981	Executive Committee	Dresden	
17-26 August 1981	Central Committee	Dresden	
5-19 February 1982	Executive Committee	place open	
12-14 August 1982	Executive Committee	Stockholm	dates open to negotiation
15-26 August 1982	Central Committee	Stockholm	

19. 450TH ANNIVERSARY OF THE AUGSBURG CONFESSION

It was agreed that the Moderator and General Secretary should prepare a message on the occasion of the 450th anniversary of the Augsburg Confession.

20. CLOSING ACTIONS

The Moderator thanked the members of the Committee and the staff for their work and support. Mr Gatu expressed the thanks of the Executive Committee to the Moderator for his leadership.

APPENDIX I

ATTENDANCE

PRESENT:

Presidents:	His Holiness Iliya II
	Hon. Mrs Justice A.R. Jiagge
	Prof. J. Miguez-Bonino
	Most Rev. O. Sundby
	Dr C. Wedel
Officers:	Most Rev. E.W. Scott (Moderator)
	His Holiness Karekin II (Vice-Moderator)
	Rev. Dr P.A. Potter (General Secretary)
Members:	His Eminence Antonie (Plamadeala)
	Rev. Dr A. Appel
	Prof. Dr A.M. Barkat
	Mr Bena-Silu
	Rev. J.G. Gatu
	His Eminence Metropolitan Dr Paulos Mar Gregorios
	Bishop Dr H.H. Harms
	Bishop Dr J.W. Hempel
	Rev. Dr Won Yong Kang
	His Eminence Archbishop Kirill (Gundayayev)
	Rev. Dr R.J. Marshall
	Rev. Dr J.O. McCloud
	Rev. Dr J. Rossel
	Miss P. Webb
Guests:	His Eminence Archbishop Nikolas (Makharadze) of Sukhumi and Abkhazia
	Mr V. Shiolashvili
Observer:	Miss P. Bird
Staff:	Dr N. Barrow
	Rev. J.-J. Bauswein
	Dr U. Becker
	Rev. J. Bluck
	Dr K. Bridston
	Miss A. Chepkwony
	Mr P. Coīdan
	Mr T. Davies
	Mr J. Fischer
	Mr W. Kenworthy
	Mr N. Koshy
	Mr L. Niilus
	Rev. C. Parvey
	Rev. W. Perkins
	Rev. Dr K. Raiser
	Prof. T. Sabev
	Dr B. Sjollema
	Mrs R. Sovik
	Dr J.B. Taylor

Interpreters:	Miss I. Friedeberg Mrs R. Poulet-Ginglas Mr A. Tchijob
Minute Writer:	Miss A. Burrows
Administration:	Miss R. Green Miss A. Hoppe Miss B. Thaler

APOLOGIES:

Honorary President:	Rev. Dr W.A. Visser 't Hooft
President:	Dr T.B. Simatupang
Officer:	Miss J. Skuse (Vice-Moderator)
Members:	His Eminence Metropolitan Chrysostomos Mrs D. Sampath

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

Sub-Committee on Finance

Rev. Dr R.J. Marshall (Moderator)
His Eminence Antonie (Plamadeala)
Prof. Dr A.M. Barkat
Mr Bena-Silu
Bishop Dr H.H. Harms
Rev. Dr J.O. McCloud
Rev. Dr J. Rossel
Miss P. Webb

Sub-Committee on Programme

His Holiness Karekin II (Moderator)
Rev. J. Gatu
His Eminence Metropolitan Dr Paulos Mar Gregorios
Bishop Dr J.W. Hempel
His Holiness Iliya II
Prof. J. Miguez-Bonino

Sub-Committee on Staffing and Nominations

Miss J. Skuse (Moderator)
Rev. Dr A. Appel
Hon. Mrs Justice A.R. Jiagge
Rev. Dr Won Yong Kang
His Eminence Archbishop Kirill (Gundayayev)

Review Sub-Committee

Dr C. Wedel (Moderator)
His Eminence Antonie (Plamadeala)
Mrs D. Sampath

Mrs M. Oduyoye (Moderator, Unit I)
Prof. Dr A.M. Barkat (Moderator, Unit II)
Principal O. Engström (Moderator, Unit III)
Rev. Dr R.J. Marshall (Moderator, Sub-Committee on Finance)

APPENDIX III

1980 BUDGET (in Swiss Francs)

Budget Entity	Total expense budget	Required transfers from CCT	Required transfers from fund balances
General Secretariat	853.695	853.695	
New York Office	145.000	145.000	
Conference Secretary	64.040	64.040	
O I C D	289.956	79.956	
Documentary Service	53.894	53.894	
WCC Governing Bodies	456.040	315.520	
Library	85.714	85.714	
Faith & Order	802.182	550.345	100.000
- Community Women & Men	180.590		20.000
C W M E	1.945.410		61.340
- World Conference	1.270.500		
D F I	636.028	327.518	
Church & Society	387.570	269.770	
- Energy for my Neighbour	92.600		
P T E	1.499.269		- 11.400
Unit I - Meetings	4.020	4.020	
CICARWS	7.623.050		
Unit II - Service Programme	484.700		
CCIA	981.900		
P C R	655.110		953.000
CCPD	1.632.080		
C M C	1.089.290		

APPENDIX III

1980 BUDGET (in Swiss Francs) (continued)

Budget Entity	Total expense budget	Required transfers from CCT	Required transfers from fund balances
Renewal & Congr. Life	426.502	253.402	
Youth	511.860	154.110	
Women	465.470	101.770	
Education	1.683.702		240.579
Scholarships	484.650		
Unit III - General	10.200	10.200	
Communication	3.658.410	2.036.910	
Ecumenical Institute, Bossey	1.691.100	172.800	
Finance	269.622		
Business Office	11.451		6.451
Upkeep	35.706		28.206
Mail & Telephone	3.217		3.217
Cyclostyle	9.772		9.772
Economat	30.442		30.442
Personnel Office	13.203	13.203	
General Reserve	100.000	100.000	
Assembly Reserve	100.000	100.000	
Contingencies	100.000	100.000	
	30.837.945	5.791.867	1.441.607